

**WORKFORCE
RESTRUCTURING PLAN
LOS ALAMOS SITE-WIDE**

FY 95-96

May 4, 1995

**U. S. Department of Energy
Albuquerque Operations Office**

For

**Los Alamos National Laboratory
and Related Subcontractors**

INTRODUCTION

The FY95-96 Workforce Restructuring Plan for Los Alamos National Laboratory (LANL) and its related subcontractors is submitted by the Albuquerque Operations Office (DOE/AL) pursuant to Section 3161 of the National Defense Authorization Act for Fiscal Year 1993 (Public Law 102-484). The Los Alamos Site-wide Plan was developed using the consultation process described in Section 3161, as well as guidance provided by the U.S. Department of Energy Office of Worker and Community Transition. The plan is responsive to the forecasted workforce restructuring at the LANL during FY95 and preliminary information derived from the President's budget for FY96. This plan will be updated annually as required by Section 3161 and supplemented as significant workforce changes dictate.

The FY95 workforce restructuring was announced to LANL employees on December 16, 1994. It was announced to the public on January 6, 1995 (See Appendix A). It is anticipated that the FY95 budget reductions will require separating approximately 200 LANL employees and up to 300 subcontractor employees that provide services to LANL, the M&O Contractor. Specific individual reduction-in-force notifications were issued on March 7, 1995, with terminations occurring not earlier than May 5, 1995. Additional notifications will be issued, as funding impacts are identified by LANL divisions.

An early retirement incentive program will not be offered in FY95. The generous, early retirement incentive program offered in FY94 attracted far more employees than had been anticipated. It was announced at that time that there would be no other early retirement programs offered in the foreseeable future, so that eligible employees would have the necessary information to decide whether to participate at that time. It is felt that the total cost of administering another early retirement incentive program so soon after the FY94 program will far out weigh the benefits to be derived as far as mitigating the impact on involuntary reductions.

The large number of employees electing to participate in the FY94 early retirement incentive program vacated many positions that have gone unfilled in anticipation of FY95 funding problems. This means that LANL must be exact in identifying employees that can be released with the least impact to new and continuing programmatic efforts. Because of this need to target reductions, as well as because of budgetary restrictions, a voluntary separation program in FY95 would be impractical. Consequently, a voluntary separation incentive is not proposed for FY95.

In order to minimize the impact of involuntary separation, LANL employees will receive 60-days notice of separation and will receive severance pay at termination. Retraining of displaced personnel to assume jobs in environmental restoration and waste management will be provided where feasible within applicable funding and time constraints. Relocation assistance and tuition assistance will be offered to displaced employees if they are eligible as set forth below. Outplacement assistance will also be provided to eligible employees. Preferential consideration for jobs within the DOE complex will be provided to the extent practicable when an employee who meets the workforce attachment test set out at pages 17-18 is involuntarily terminated. The Displaced Worker Medical Benefit, which allows employees who meet certain eligibility requirements to continue health benefits indefinitely, will not be offered because of a determination by the Office of the President of the University of California that any extension of medical benefits would be unacceptable because of the precedent it could set in the University of California system. Extended health coverage will, however, be available to terminated employees through the Consolidated Omnibus Budget Reconciliation Act (COBRA).

In accordance with Department of Energy Guidelines, eligible subcontractor employees who are terminated as a result of the LANL workforce restructuring will be offered tuition assistance, outplacement assistance, and relocation assistance (if another job is accepted at a DOE facility where the new employer does not provide a relocation allowance). Preferential consideration for jobs within the DOE complex will be provided to the extent practicable when the employee is involuntarily terminated. In addition, retraining assistance will be made available for subcontractor employees who are scheduled to be terminated in conjunction with this restructuring and who can be redirected into jobs in environmental restoration and waste management.

OBJECTIVES

The objectives of the Workforce Restructuring Plan for Los Alamos National Laboratory (LANL) and related subcontractors are:

- to mitigate the impact of involuntary reductions on affected workers, the surrounding communities, and the employers; and
- to retain a workforce with the skills necessary to continue the mission of applying world class science and technology to the Department of Energy's programs.

Shortly thereafter, DOE learned that an additional \$18M of funding would be cut from LANL environmental restoration and waste management programs. This added budget reduction will necessarily increase the number of University of California employees who could possibly lose jobs, but is not expected to increase that number drastically. It is anticipated that only approximately 10 jobs, in addition to the number of positions previously scheduled for termination, will be likely to be impacted since most of the additional budget cuts will occur in subcontractor efforts overseen by LANL, predominately offsite. The additional cut will substantially reduce the level of subcontract work being overseen by LANL at Los Alamos and other DOE sites, creating an additional potential impact on the subcontractor labor forces. It is not presently known what that impact will be.

In short, the total anticipated shortfall for LANL totals \$85M for FY95. The anticipated revenue for FY95 is 8% less than needed to support the current level of effort. This has necessitated a reduction in force, although the exact number of employees that will be terminated will not be known until May 5, 1995, at the earliest. Moreover, additional budget cuts may be possible because the exact LANL budget for FY95 has not yet been finally determined. If further FY95 and FY96 budget cuts are imposed, LANL could be required to issue additional reduction-in-force notices as late as August 1, 1995, with a termination date for the employees impacted of October 2, 1995. While further reductions to LANL's staffing late in FY95 will represent minimal cost savings for FY95, such reductions would better position LANL for FY96, a year for which further budget cuts are likely.

LANL has determined the types of skills that must be retained to fulfill technical programmatic requirements. Figure 2 lists the skills groups and numbers of University of California employees where there are anticipated excesses. These are worst-case estimates based upon the funding shortages and skills match problems that are currently known. While the final number is not yet clear, as discussed above, it is estimated at this time that there will be a total of 363¹ employees, for whom there is no funding in FY95. The skills excesses delineated in Figure 2 reside in numerous LANL divisions. Every effort will be undertaken to retain the most skilled employees, whether or not the technical program to which they are assigned has been directly impacted by the cuts in funding.

¹ It is anticipated that possibly 160 employees out of the 363 can be retained through internal transfers to other jobs.

INTERNAL PLACEMENT ASSISTANCE

Since the DOE general announcement to the public on January 6, 1995, about the required LANL workforce restructuring (Appendix A), internal transfers have been expedited to reduce the number of employees who must be terminated through reduction-in-force. It is expected that internal transfers will reduce the approximately 363 excess skill positions listed in Figure 2 so that no more than 200 LANL employees will have to be involuntarily terminated in FY95, but no absolute assurances can be provided.

Employees are being encouraged to seek positions within the LANL for which funding is more stable. Employees may or may not ultimately be candidates for termination through reduction-in-force, depending on the need to retain critical skills and adequate staffing levels for ongoing mission requirements.

Transfers are being effected without the requirement for a competitive selection process or the need for transferring employees to meet all of the qualification requirements, if a reasonable amount of training will fully qualify them to assume the new jobs. New electronic tools have been developed to assist in the rapid redeployment of potentially impacted personnel. JOBBS is a database maintained by the Department of Energy that: (a) lists vacancies throughout the DOE complex, and (b) allows employees who have been terminated as a result of downsizing within the DOE complex to advertise their skills. Computer workstations have been made available so that employees can electronically access LANL vacancy information and the JOBBS database.

LANL began issuing individual reduction-in-force notices on March 7, 1995. Because some funding decisions for FY95 and FY96 will not be communicated to the LANL until later in FY95, reduction-in-force notices may have to be issued in a staggered fashion. In all cases, employees impacted will receive individual notices 60 days prior to termination. The earliest terminations will occur on May 5, 1995, 120 days after the Department of Energy announcement to the public of January 6, 1995.

LANL SEPARATION PROGRAM

The LANL separation program consists of:

- 60-day notice period
- Severance pay
- Outplacement assistance
- Tuition assistance
- Career and personal counseling
- Preference in hiring
- Relocation assistance

As described in this workforce restructuring plan, the separation package in this section is available only to University of California full and part time regular employees who are terminated through reduction-in-force during FY95 and who meet the attachment test described herein. Limited term LANL employees, i.e., those LANL employees who are employed at LANL on fixed-term appointments, who are terminated during FY 95 due to reduced budgets at LANL are eligible for some of the benefits described if they have in fact worked continuously in support of the Cold War effort in the equivalent of full time or regular part-time status since September 27, 1991.

60-Day Notification

LANL began issuing individual reduction-in-force notices on March 7, 1995. A 60-day formal notice period will be provided during which affected employees can utilize as much time as reasonable to search for jobs inside and outside of LANL. Since allowing this time increases the possibility that employees will locate other jobs, it helps to mitigate the impact of the reduction-in-force upon employees. Reduction-in-force notices are presented to employees by their managers and contain statements that:

- the employee has been selected for RIF as a result of funding difficulties or other business considerations;
- the employee will be terminated 60 calendar days from the date of the notification unless the employee locates another position within LANL;
- the employee will receive severance payment upon termination in accordance with LANL policy; and
- the employee can appeal the involuntary reduction-in-force termination action pursuant to the established LANL grievance procedure.

Figure 4

LANL Severance Pay Estimates
Full and Part time Regular
Employees in Impacted Skills Groups

Impacted Skill	#	Average Salary	Avg. Yrs. of Service	Average Severance Costs	Total Salary	Total Severance Costs
Administrative Professional	27	60,760	8.5	15,500	1,640,520	418,500
Biologist	2	76,058	9.8	24,800	152,116	49,600
Chemist	40	76,058	9.8	24,800	3,042,320	992,000
Civil Engineer	4	76,058	9.8	24,800	304,232	99,200
Computer Technician	9	39,969	10.5	15,500	359,721	139,500
Drafter (Tech & SSM)	4	39,969	10.5	15,500	159,876	62,000
Electrical Technician	6	39,969	10.5	15,500	239,814	93,000
Electrical/Electronics Engineer	12	76,058	9.8	24,800	912,696	297,600
Electro-Mechanical Technician	6	39,969	10.5	15,500	239,814	93,000
Electronics Technician	7	39,969	10.5	15,500	279,783	108,500
Environmental Scientist/Engineer	23	76,058	9.8	24,800	1,749,334	570,400
Environmental Technician	11	39,969	10.5	15,500	439,659	170,500
Facilities/Operations Technician	5	39,969	10.5	15,500	199,845	77,500
Geoscientist	5	76,058	9.8	24,800	380,290	124,000
Laboratory Technician	23	39,969	10.5	15,500	919,287	356,500
Management Information Specialist	2	60,760	8.5	15,500	121,520	31,000
Material Handlers/Drivers/Property Spec/Transportation Spec	6	27,442	7.6	15,500	164,652	93,000
Materials Scientist	3	76,058	9.8	24,800	228,174	74,400
Materials Technician	10	39,969	10.5	15,500	399,690	155,000
Mechanical Engineer	3	76,058	9.8	24,800	228,174	74,400
Mechanical Fabrication Technician	8	39,969	10.5	15,500	319,752	124,000
Mechanical Technician	6	39,969	10.5	15,500	239,814	93,000
Miscellaneous Scientist	4	76,058	9.8	24,800	304,232	99,200
Nuclear Engineer	22	76,058	9.8	24,800	1,673,276	545,600
Physicist	67	76,058	9.8	24,800	5,095,886	1,661,600
Procurement/Transportation - Exempt	8	60,760	8.5	15,500	486,080	124,000
Secretarial/Clerical - Nonexempt	34	27,772	8.2	15,500	944,248	527,000
Security Specialist	2	60,760	8.5	15,500	121,520	31,000
Test/Measurement Technician	2	39,969	10.5	15,500	79,938	31,000
Training Specialist	2	60,760	8.5	15,500	121,520	31,000
Totals	363				21,547,783	7,347,000

Total severance pay for 200 employees is derived by: $200 \times \$7,347,000. = \$4,040,850.$
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Career and Personal Counseling

A variety of services will be provided during the period covered by this Plan to employees notified that their employment will be terminated through reductions-in-force (RIFs) during the sixty day notice period prior to their termination.

- A Staffing Specialist from the LANL Staffing Group will be assigned to each LANL RIF candidate to continue providing employment assistance.
- Secretarial support for resume preparation will be provided for LANL employees.
- A contact from within the employee's organization will be assigned to keep in touch with the employee during the notification period. The contact's role is to direct questions to appropriate resources, ensure the availability of support services, provide care and concern, and help alert LANL counselors to potentially critical situations.
- Information is distributed to LANL RIF candidates including general guidance about LANL benefits, unemployment claims, where to find information about jobs both internal and external to the Laboratory and who to contact for counseling and support.
- LANL counselors are available to provide assistance as needed. LANL RIF candidates are assigned to individual counselors and are encouraged to contact them for assistance.
- An Employment Resource Center is provided for LANL employees by the Staffing Group. Copies of current newspapers and journals listing vacancies throughout the country as well as listings of LANL openings are available for review by LANL RIF candidates. Staff is also available to provide assistance.

Preference in Hiring

The DOE JOBBS system is available at DOE's Los Alamos Area Office (DOE-LAAO) or LANL Staffing Group. JOBBS is designed to expedite redeployment among DOE sites and is available to employees affected by workforce restructuring. Involuntarily separated employees who meet the job attachment test contained in the DOE guidelines as set out at pages 17-18, below, can be entered in the JOBBS database and receive a DOE department-wide hiring preference. LANL and all other DOE contractors and subcontractors will give hiring preference to these individuals when they are qualified for a job opening. Employees who elect to place their resumes in JOBBS will be considered for hire at LANL and at other DOE Contractor facilities before applicants from outside the DOE complex are hired.

LANL employees who are involuntarily separated through reduction-in force can apply for and be considered for vacancies. All vacancies are open only to internal candidates for up to nine months, pending determination of the availability of internal transfer candidates.

LANL SUBCONTRACTOR SEPARATION PROGRAM

Subcontractors

LANL subcontracts with several employers for a variety of services that support the technical mission, including crafts support, security, and intermittent workers in numerous disciplines. The subcontracts are awarded competitively in full compliance with federal regulations governing government subcontracting. When LANL experiences a budget reduction, there is usually an impact on LANL subcontractors who must ultimately reduce the level of effort they are providing. In this case, the severity of the budget shortfall is likely to result in the termination of subcontractor employees by their employers because of the absence of other assignments available. Up to 300 subcontractor employees could be impacted by this LANL workforce restructuring. Figure 5 is a list of the major LANL subcontractors with employees on the Los Alamos Site who could be impacted by this Workforce Restructuring Plan. In addition, there are other subcontractors to LANL who could be impacted by the funding cuts dealt to LANL. Employees of subcontractors not specifically mentioned below can inquire as to their eligibility for benefits described in the plan by contacting the DOE Los Alamos Area Office, (505) 665-5032.

Figure 5

Major Subcontractors To LANL

<u>Subcontractor</u>	<u>Type of Service</u>
Johnson Controls World Services, Inc.	Crafts Support
Protection Technology Los Alamos	Security
VOLT Temporary Services	Secretarial/Clerical Support
Comprehensive Computer Consulting, Inc.	Administrative Programming
Consultants in Data Processing	Administrative Programming
Butler Service Group, Inc.	Exempt Technical/Administrative
Ewing Technical Design	Exempt Technical/Administrative
Johnson Engineering Corporation	Exempt Technical/Administrative
Ray Rashkin Associates, Inc.	Exempt Technical/Administrative
B.I. Literary Services	Technical Writing/Editing
Professional Writing Services	Technical Writing/Editing
Technical Communication Services, Inc.	Technical Writing/Editing
General Physics Corporation	Environmental Safety and Health
Technadyne Engineering Consultants, Inc.	Environmental Safety and Health

Because all of LANL's FY95 budget is not entirely known, it is not possible to forecast the types of subcontractor employee skills that may be excess nor the exact number of subcontractor employees who could lose jobs. LANL could experience further budget cuts in FY95 that will require further downsizing of the subcontractor workforce this fiscal year to position LANL for FY96.

In compliance with Section 3161 requirements and DOE guidelines, eligible subcontractor employees terminated by their employers as a result of the LANL budget reductions may be offered certain separation benefits. Eligible subcontractor employees are:

Tuition Assistance

Eligible subcontractor employees terminated during FY95 as a result of workforce restructuring may be eligible for tuition assistance up to \$2,500 a year for four years based upon satisfactory course completion. It is anticipated that only twenty-five (25) subcontractor employees will meet the job attachment test for eligibility and that only five (5) such employees will actually take advantage of the offer of tuition assistance. The total cost of this benefit is therefore estimated to be \$12,500 per year for four (4) years, for a total cost of \$50,000.

Retraining for Retained Workers

An eligible subcontractor employee, who would otherwise be terminated, can receive a reasonable amount of training to assume a job in the areas of environmental restoration and waste management. Retraining can be considered practical when it can be accomplished at a cost of \$10,000 or less per worker. It is predicted that five (5) individuals from the eligible subcontractor employee population will take advantage of this retraining. The total cost of this benefit is therefore estimated to be \$50,000.

Preference in Hiring

The DOE JOBBS system will be made available for use by displaced subcontractor employees. The service is available at the DOE-LAAO or LANL Staffing Group. Subcontractor employees can review job vacancies at LANL and at other DOE contractor locations by accessing JOBBS. Subcontractor employees who elect to place their resumes in JOBBS will be considered for hire at LANL and at other DOE Contractor facilities before applicants from outside the DOE complex are hired.

Relocation Assistance

In an effort to retain usable skills within the DOE complex and to minimize the difficulty of relocation for eligible subcontractor employee, relocation assistance will be available when a terminated employee accepts employment with another DOE contractor facility within two years from the date of the employee's separation from employment at LANL, if that facility does not itself provide relocation assistance. It is estimated that five (5) subcontractor employees will seek relocation assistance. Therefore, assuming a maximum benefit of \$5,000 per worker, the total cost for relocation assistance is estimated be \$25,000.

STAKEHOLDER NOTIFICATION AND INVOLVEMENT

LANL and Related Subcontractor Workforce Restructuring

The Department of Energy is committed to receiving input from stakeholders and carefully considering applicable comments regarding the effect of this workforce restructuring. Copies of the DOE January 6, 1995 announcement (Appendix A) and the Workforce Restructuring Plan draft were sent to the external stakeholders collectively identified by DOE and LANL. Copies of the announcement and the plan were made available to the public through the Los Alamos Public Library; Espanola City Library; Santa Fe Public Library; Harwood Public Library in Taos; LANL Research Library, Oppenheimer Study Center; and the DOE National Atomic Museum Reading Room in Albuquerque and at the offices of the related subcontractors.

Three meetings were held on March 1, 1995, to allow stakeholders an opportunity to comment on the proposed workforce restructuring. Two meetings were held at LANL during the day to allow employees to comment on the plan. The third meeting was open to the public and was held at the Los Alamos Inn, 2201 Trinity Drive, Los Alamos, NM 87544 from 6:30 p.m. to 8:30 p.m. A written transcript of each meeting will be made available at the DOE Public Document Room in the National Atomic Museum on Kirtland Air Force Base and the LANL Research Library, Oppenheimer Study Center. Appendix B summarizes the comments which were either not answered sufficiently during the meetings or were received in writing subsequent to the meetings. Where appropriate, the work force restructuring plan has been modified to address comments and concerns raised during the public meeting or received during the written comment period.

Economic Impact-Community Assistance

Because Northern New Mexico is relatively weak in the infrastructure to support economic growth and business development, focused efforts are needed to support mitigation of the impact of LANL workforce restructuring. The Northern New Mexico Defense Adjustment Taskforce was organized in July 1993 to oversee a \$500,000 grant from the U.S. Department of Defense, Office of Economic Adjustment (DOD/OEA) for a defense adjustment planning pilot project for the region surrounding the Los Alamos National Laboratory (LANL). The Taskforce consists of fourteen members selected to achieve a broad representation from LANL and the potentially affected community. The Taskforce is overseeing a study that will yield specific project proposals for consideration by DOE and others.

The Taskforce has also undertaken many specific planning activities designed to assist the region comprised of Los Alamos, Rio Arriba, and Santa Fe counties in preparing for the implementation of innovative programs to mitigate the impact of potential LANL downsizing.

LANL will continue to work with the Taskforce to receive input and to work with the community stakeholders to minimize the impact of LANL funding reductions and subsequent restructuring actions in FY95 and FY96.

CONCLUSION

This Workforce Restructuring Plan includes the objectives and programs intended to meet with the spirit and intent of the National Defense Authorization Act of 1993 with regard to mitigating the impact of downsizing on workers and their communities during FY95. The plan is responsive to the forecasted workforce restructuring at the LANL during FY95 and preliminary information derived from the President's budget for FY96. This plan will be updated annually and supplemented as significant workforce changes dictate.

LANL and its subcontractors are operating in a significantly changed environment and they are following in the footsteps of corporate America in restructuring to meet future challenges. In response to the DOE, LANL is increasingly shifting program priorities toward the nation's domestic and economic problems and is dramatically changing the way it does business to increase productivity and reduce costs.

Estimates indicate that the Los Alamos National Laboratory may have as many as 200 more employees than it can support. In addition, the FY95 budget reduction of approximately \$85M will impact about 300 subcontractor positions. The budget shortfall is the direct result of cuts to defense-related and environmental programs. With additional funding from the Office of Worker and Community Transition, benefits are being offered to displaced M&O and subcontractor employees which are intended to mitigate the effects of the reduction in force.

APPENDIX B

STAKEHOLDER COMMENTS

Following are responses to comments and questions which were presented at the stakeholder meetings on March 1, 1995, but did not receive adequate response. Included are responses to written comments and questions received subsequent to the meetings. Most comments have been paraphrased for economy of wording; and, where possible, similar comments have been combined to enable a single response.

COMMENT: Fewer benefits are provided under the plan than are authorized under the guidelines and provided to employees at other sites, such as Savannah River and Rocky Flats. An early retirement incentive, voluntary separation incentive, tuition assistance and relocation assistance should be provided to LANL employees in addition to the benefits already provided under the plan.

RESPONSE: In response to Stakeholder comments, DOE/AL has obtained funding for tuition assistance and relocation assistance from the Headquarters Office of Worker and Community Transition. An early retirement incentive and voluntary separation incentive will not be considered because of projections that the population accepting these incentives would not coincide sufficiently with the Laboratory's excess skills. Hence, a relatively large involuntary reduction in force would still be required, even after an early retirement incentive program and a voluntary separation incentive program. Moreover, the costs of such programs would be high and would require funding from LANL's operating budget because additional Section 3161 funds normally available for work force restructuring at defense nuclear sites are nearly depleted for FY 1995. Using operating funds for such incentives would necessitate work force reductions over and above those already identified as a result of the budget shortfall.

COMMENT: LANL should offer an early retirement incentive to employees in the Public Employees Retirement System (PERS) similar to the one offered employees in the University of California Retirement Program (UCRP). Failure to provide an equivalent benefit discriminates against employees in the PERS system.

RESPONSE: For the reasons expressed above, an early retirement incentive will not be offered under this Workforce Restructuring Plan. The concerns of the PERS employees will be addressed in a different forum.

COMMENT: The savings cited in the plan from LANL's 1993 management restructuring are questionable.

RESPONSE: LANL estimated that approximately \$11 million were saved by eliminating an entire management layer during the Laboratory's FY 1994 reorganization. These cost savings were recognized from reduced overhead required for operating division and group level offices, and management salaries. Displaced managers did not receive salary increases in FY 1995.

COMMENT: Please provide a cost comparison between a voluntary separation incentive plan (VSIP) and the proposed involuntary reduction in force (IRIF).

RESPONSE: Because funding for LANL technical efforts is programmatically dedicated by the sponsor, it is inappropriate for LANL management to redirect monies from one program to another. Additionally, a reduction in one program to support another will typically have the same effect in terms of job losses. Establishing a contingency fund is not easily accomplished since the funding would have to be made available from existing funding.

COMMENT: When employees are assigned to a lower level position, LANL should reduce their salaries to the appropriate level commensurate with their new job responsibilities.

RESPONSE: While this comment does not directly relate to the work force restructuring plan (except insofar as it impacts budgets), it is nevertheless a valid recommendation for LANL to consider with regard to its salary administration program and will be forwarded to LANL's Human Resources Division for consideration.

COMMENT: 30 days after last year's "RIF," 240 of the employees affected were rehired by the Laboratory through outside contractors.

RESPONSE: 838 employees retired from Laboratory employment on November 1, 1993, as a result of a voluntary early retirement incentive. Starting February 1, 1994, 158 were rehired as Laboratory Associates with reduced work schedules and salaries because they possessed skills critical to LANL programs. Continued employment as a Laboratory Associate is contingent upon special approvals. In addition, 77 retirees returned to work as subcontractor employees, most at reduced work schedules and salaries. Only 94 of the 838 employees remain at LANL at this time.

COMMENT: DOE should not frighten employees unnecessarily by announcing a potential RIF population larger than what will actually be terminated.

RESPONSE: DOE procedures require that the stakeholders receive an honest assessment of the potential impact of a work force restructuring. Estimates are calculated and reported in good faith relative to the number of employees that could ultimately be impacted. The 120-day notice is intended to provide as accurate an estimate as possible to stakeholders in general.

COMMENT: Will there be a mix of managers and workers in the current RIF?

RESPONSE: There could be some former managers that receive RIF notices during FY 1995.

COMMENT: It seems technical divisions lose funding and then staff. It seems that administrative and overhead functions do not lose staff. Does this plan address this?

RESPONSE: The Work Force Restructuring Plan lists thirty skills groups that will be impacted through this work force restructuring, including several that are administrative in nature and several that come from support organizations.

COMMENT: What is the effect of the September 27, 1991, date on eligibility for benefits to be received under the plan?

RESPONSE: September 27, 1991, the date of the first unilateral reduction of the Nation's stockpile, has generally been recognized by DOE as the end of the Cold War. Accordingly, this date is used to

difficult to predict with accuracy the magnitude and timing of the reductions that will be necessary. To estimate budget and work force numbers beyond FY 1996 would be highly speculative at best.

COMMENT: DOE has no equitable way of distributing the limited funds throughout all of its entities for work force restructuring.

RESPONSE: It is apparent from a reading of Section 3161 of the National Defense Authorization Act that Congress anticipated that each work force restructuring plan would be specifically tailored to each site's singular circumstances in terms of work force, program requirements, contractual requirements, and community socio-economic conditions. The requirement that plans be developed in consultation with local unions, state and local government agencies and institutions of higher education and other stakeholders ensures each plan's uniqueness. Accordingly, any attempt to distribute funds to all sites on an equal basis would neither be practical nor appropriate.